

# National Squad Programme 2017-2020

Jon Rudd (National Performance Director)

Andrew Reid (National Performance Pathway Manager)

## Background

The Swim Ireland Performance Team have identified within the Performance V-MOST that a progressive and targeted National Squad programme is a key tactic in achieving the Performance objectives for 2020 and through to 2024. The programme will be aligned to the 'On Track' system and will evolve as such. The Regional Squad Programme will sit directly below the National programme and will display alignment to the National programme in terms of principles and content and will no longer operate as standalone programmes. For the National Squad programme, it is recognised that:

- Athletes should be 'On Track' in regards to either the 2020 or the 2024 Olympic Games and should be differentiated as such
- Particular athletes will be identified for targeted investment, support, and value-add opportunities dependent on their 'On Track' status and the 'fit-for-purpose' nature of their Daily Performance Environments (DPE's)

## Programme 2017-2018

Swim Ireland Performance will operate a two-tiered National Squad Programme encompassing a Performance (PE) cohort for Olympic Games 2020 identified athletes and a Performance Pathway (PP) cohort for Olympic Games 2024 identified athletes. The Consideration Standards within the age bands are event and gender specific and have been aligned to provide a clear pathway of development for athletes progressing through the international ranks and are based on robust statistical and performance evidence from the 'On Track' system. An athlete can be a member of the Performance Pathway cohort for up to five years before progressing to the Performance cohort, supporting athletes as they aim to reach their full potential at senior international level. Athletes do not have to have been members of the Performance Pathway cohort before achieving Performance status.

In addition to the annual National Squad Programme, the National Performance Director (PE cohort) and National Performance Pathway Manager (PP cohort) will work in partnership with home programme coaches to ensure identified athletes are supported in achieving a DPE which is considered fit-for-purpose. This will be achieved through the Athlete Improvement Monitoring System (AIMs) and, if appropriate, through the Athlete Centred Environment (ACE) policy. Access to the National Squad will be dependent on the athlete's willingness to fully buy-in to this 'value-add' programme to ensure that we have maximum possible impact.

Athletes selected for the National Squad programme will not be eligible for selection for their respective Regional Squad Programme in that season. Athletes rejecting a position on the National Squad will, by implication, be also rejecting a position on their respective Regional programme in that particular season.

## Staff Structure

The Swim Ireland National Performance Director, the National Head Coach and the National Performance Pathway Manager will oversee the implementation of the National Squad Programme.

With Swim Ireland Senior Leadership Team (SLT) support, the National Performance Director and/or the National Head Coach will be the Lead Coach for the PE identified athletes, and the National Head Coach and/or the National Performance Pathway Manager will be the Lead Coach for the PP identified athletes. All coaches with athletes on the squads will be asked to submit an Availability Form at the start of the season and coaches selected to support the Programme will have their expenses covered by Swim Ireland.

## Annual Membership Fee

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Athletes will be asked for an annual membership fee that will contribute to the overall cost of the programme and this fee will be agreed annually. The fee is expected to be in the region of £400.00/€460.00 for the Performance Pathway cohort and £600.00/€690.00 for the Performance cohort. There may be additional costs associated with athletes requiring additional services.

### **Performance Cohort (PE)**

**Age Groups:** Male 14 Years & Over Female 13 Years & Over

**Maximum Athlete Quota:** 12

**Athlete Selection:** National Performance Director & National Head Coach

#### **Selection Criteria:**

1. Athletes to achieve one or more of the published Consideration Standards (see pages 5 & 6) between 1<sup>st</sup> January 2017 – 31<sup>st</sup> August 2017
2. In the case where more than 12 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 12

**NB:** From the 2018-2019 season onwards, Consideration Standards are to be achieved in the period 1<sup>st</sup> April – 31<sup>st</sup> August and from benchmark meets only

#### **Programme Expectations:**

100% attendance and commitment

Online HRV4 monitoring – attendance and weekly reports

Submission of test sets as required

#### **Annual Programme & Key Dates:**

National Orientation & Testing Onshore Camp (14/09/17 – 17/09/17)

National Team Offshore International Meet (20/10/17 – 22/10/17) \*

National Stroke Offshore Camp (30/12/17 – 10/01/18)

National Team Offshore International Meet (25/01/18 – 29/01/18)

National Event Offshore Camp (22/02/18 – 28/02/18)

National Team Offshore International Meet (01/03/18 – 05/03/18)

National Identified Female Offshore Camp (06/06/18 – 15/06/18) \*

National Identified Female Team Offshore International Meet (09/06/18 – 10/06/18) \*

National Identified Female Team Offshore International Meet (13/06/18 – 14/06/18) \*

National Identified Male Relay Offshore Camp (14/06/18 – 25/06/18) \*

National Identified Male Relay Offshore International Meet (16/06/18 – 17/06/18) \*

National Identified Male Relay Offshore International Meet (22/06/18 – 24/06/18) \*

\*' Identified athletes only

(All dates are subject to ratification and change as necessary and all activities are subject to budget allocation)

### **Performance Pathway Cohort (PP)**

**Age Groups:** Male 14 – 18 Years Female 13 – 17 Years

**Maximum Athlete Quota:** 30

**Athlete Selection:** National Performance Director & National Performance Pathway Manager

#### **Selection Criteria:**

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1. Athletes to achieve one or more of the published Consideration Standards (see pages 5 & 6) between 1<sup>st</sup> January 2017 – 31<sup>st</sup> August 2017
2. In the case where more than 30 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 30

**NB:** From the 2018-2019 season onwards, Consideration Standards are to be achieved in the period 1<sup>st</sup> April – 31<sup>st</sup> August and from benchmark meets only

### Programme Expectations:

- 100% attendance and commitment
- Online HRV4 monitoring – attendance and weekly reports
- Submission of test sets as required

### Annual Programme & Key Dates:

- National Orientation & Testing Onshore Camp (14/09/17 – 17/09/17)
- National Team Offshore International Meet (25/01/18 – 29/01/18)
- National Event Onshore Camp (12/02/18 – 15/02/18)
- National Identified Female Offshore Camp (06/06/18 – 15/06/18) \*
- National Identified Female Offshore International Meet (09/06/18 – 10/06/18) \*
- National Identified Female Offshore International Meet (13/06/18 – 14/06/18) \*
- National Identified Male Relay Offshore Camp (14/06/18 – 25/06/18) \*
- National Identified Male Relay Offshore International Meet (16/06/18 – 17/06/18) \*
- National Identified Male Relay Offshore International Meet (22/06/18 – 24/06/18) \*

‘\*’ Identified athletes only

(All dates are subject to ratification and change as necessary and all activities are subject to budget allocation)

### Performance Pathway Programme Outline

Research and experience has shown that elite performers in swimming possess the following characteristics:

Physical Attributes & Skills – Winning Skills:	Psychological Attributes & Skills – Winning Habits:
1. Floatation and Body Alignment	1. Motivation, drive & direction
2. Kick Speed	2. Lifestyle, Performance Behaviours & Nutrition
3. Pull Speed	3. Mental Skills - emotional control, problem solving abilities, goal setting, resilience & concentration
4. Streamlining & Stroke Alignment	4. Understanding & dealing with pressurised situations
5. Starts, Turns & Relay Takeovers	5. Openness to learning & support
6. Stroke Efficiency & Mechanics	6. Ability to work with others, including relay expectations and understandings
7. Anthropometric Qualities	
8. Flexibility & Mobility	
9. Strength/Power	

	7. Athlete Charter compliance & 'sham-R-O-C-K' buy-in
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Retention in the PE and the PP programme will be based on the following criteria:

- DPE
- Training attendance and commitment
- Engagement with staff
- Technical assessment and improvement
- Trainability & resilience
- Work ethic
- Openness to learning
- Personal Accountability and 'sham-R-O-C-K' buy in

#### **Coach Development Programme**

Ensure that coaches have access to the National Centres to develop and refine their performance knowledge

- Targeted coaches are invited to Swim Ireland education events
- A home programme coach to be in attendance at all onshore National Squad activities
- Breakaway identified coach development opportunities during the Event Camps and/or Stroke Camps

**Parent Support Programme (athletes under 18 years) – an annual Parent Seminar (early season) and quarterly newsletters/emails. Both to cover:**

- General updates
- Long Term Athlete Development
- 'sham-R-O-C-K'
- Anti-Doping
- Lifestyle (nutrition, education, social)
- Scenario's Workshop
- Parents Eye View of the programmes
- Performance and Performance Pathway parenting

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MALE CONSIDERATION TIMES (LONG COURSE) 2017-2018							
'ON TRACK' PERFORMANCE (PE) 2020 & PERFORMANCE PATHWAY (PP) 2024							
Event	National Squad Level	Born 1998 & Before	Born 1999	Born 2000	Born 2001	Born 2002	Born 2003
50m Freestyle	PE	00:22.80	00:22.80	00:22.80	00:22.80	00:22.80	00:22.80
	PP		00:23.77	00:24.10	00:24.44	00:24.78	00:25.13
100m Freestyle	PE	00:50.28	00:50.28	00:50.28	00:50.28	00:50.28	00:50.28
	PP		00:52.57	00:53.36	00:54.16	00:54.98	00:55.80
200m Freestyle	PE	01:49.80	01:49.80	01:49.80	01:49.80	01:49.80	01:49.80
	PP		01:53.80	01:55.17	01:56.55	01:57.95	01:59.36
400m Freestyle	PE	03:53.17	03:53.17	03:53.17	03:53.17	03:53.17	03:53.17
	PP		03:55.50	03:57.86	04:00.24	04:02.64	04:05.07
800m Freestyle	PE	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019
	PP		From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019
1500m Freestyle	PE	15:32.27	15:32.27	15:32.27	15:32.27	15:32.27	15:32.27
	PP		15:47.18	16:02.34	16:17.73	16:33.38	16:49.27
100m Backstroke	PE	00:55.52	00:55.52	00:55.52	00:55.52	00:55.52	00:55.52
	PP			00:56.41	00:57.31	00:58.23	00:59.16
200m Backstroke	PE	02:01.34	02:01.34	02:01.34	02:01.34	02:01.34	02:01.34
	PP			02:03.16	02:05.01	02:06.88	02:08.78
100m Breaststroke	PE	01:01.83	01:01.83	01:01.83	01:01.83	01:01.83	01:01.83
	PP		01:03.19	01:03.89	01:04.59	01:05.30	01:06.02
200m Breaststroke	PE	02:15.49	02:15.49	02:15.49	02:15.49	02:15.49	02:15.49
	PP		02:23.80	02:25.96	02:28.15	02:30.37	02:32.62
100m Butterfly	PE	00:53.75	00:53.75	00:53.75	00:53.75	00:53.75	00:53.75
	PP		00:57.91	00:58.78	00:59.66	01:00.55	01:01.46
200m Butterfly	PE	02:00.10	02:00.10	02:00.10	02:00.10	02:00.10	02:00.10
	PP		02:03.00	02:04.47	02:05.97	02:07.48	02:09.01
200m I.M.	PE	02:03.08	02:03.08	02:03.08	02:03.08	02:03.08	02:03.08
	PP		02:09.60	02:11.29	02:12.99	02:14.72	02:16.47
400m I.M.	PE	04:26.10	04:26.10	04:26.10	04:26.10	04:26.10	04:26.10
	PP		04:34.14	04:38.25	04:42.42	04:46.66	04:50.96

## FEMALE CONSIDERATION TIMES (LONG COURSE) 2017-2018



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‘ON TRACK’ PERFORMANCE (PE) 2020 & PERFORMANCE PATHWAY (PP) 2024							
Event	National Squad Level	Born 1999 & Before	Born 2000	Born 2001	Born 2002	Born 2003	Born 2004
50m Freestyle	PE	00:25.50	00:25.50	00:25.50	00:25.50	00:25.50	00:25.50
	PP		00:26.27	00:26.53	00:26.80	00:27.06	00:27.33
100m Freestyle	PE	00:56.07	00:56.07	00:56.07	00:56.07	00:56.07	00:56.07
	PP		00:58.46	00:59.28	01:00.11	01:00.95	01:01.80
200m Freestyle	PE	02:01.53	02:01.53	02:01.53	02:01.53	02:01.53	02:01.53
	PP		02:03.23	02:04.95	02:06.70	02:08.48	02:10.28
400m Freestyle	PE	04:15.95	04:15.95	04:15.95	04:15.95	04:15.95	04:15.95
	PP		04:19.53	04:23.16	04:26.85	04:30.58	04:34.37
800m Freestyle	PE	08:47.13	08:47.13	08:47.13	08:47.13	08:47.13	08:47.13
	PP			08:53.45	08:59.86	09:06.33	09:12.89
1500m Freestyle	PE	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019
	PP		From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019	From 2018-2019
100m Backstroke	PE	01:03.14	01:03.14	01:03.14	01:03.14	01:03.14	01:03.14
	PP		01:04.21	01:05.30	01:06.41	01:07.54	01:08.69
200m Backstroke	PE	02:14.98	02:14.98	02:14.98	02:14.98	02:14.98	02:14.98
	PP		02:18.78	02:20.72	02:22.69	02:24.69	02:26.72
100m Breaststroke	PE	01:08.88	01:08.88	01:08.88	01:08.88	01:08.88	01:08.88
	PP		01:09.84	01:10.82	01:11.81	01:12.82	01:13.84
200m Breaststroke	PE	02:31.30	02:31.30	02:31.30	02:31.30	02:31.30	02:31.30
	PP		02:35.26	02:37.28	02:39.32	02:41.40	02:43.49
100m Butterfly	PE	01:00.03	01:00.03	01:00.03	01:00.03	01:00.03	01:00.03
	PP		01:01.72	01:02.59	01:03.46	01:04.35	01:05.25
200m Butterfly	PE	02:13.08	02:13.08	02:13.08	02:13.08	02:13.08	02:13.08
	PP		02:16.84	02:18.75	02:20.69	02:22.66	02:24.66
200m I.M.	PE	02:16.76	02:16.76	02:16.76	02:16.76	02:16.76	02:16.76
	PP		02:20.34	02:22.17	02:24.01	02:25.89	02:27.78
400m I.M.	PE	04:48.14	04:48.14	04:48.14	04:48.14	04:48.14	04:48.14
	PP		04:51.89	04:55.68	04:59.53	05:03.42	05:07.36

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### National Squad Athlete Charter

This is our Charter – the sections Ethos, Behaviour and Performance embody our beliefs. We are a team of talented athletes who will achieve our best performances when it matters

#### **Ethos**

Our team has a unique quality - we are Ireland. With a positive mindset, self-belief and 100% commitment we are capable of a success that will be remembered forever. We view each other as champions, trust our teammates to make good decisions, have each other's back and support the whole team. We believe in 24-hour training to be the best, having the craic and enjoying being Team Ireland

#### **Behaviour**

I am a professional; I am well prepared, I wear my colours with pride and I am recognised for my dedication, skill, hard work and full commitment. I am part of the team. I know my teammates and, win or lose, I encourage, support and motivate them. I trust my coaching team and follow the process with a positive attitude to all that is training and all that is performance. I am always ready to embrace and adapt to innovative and changing practices

#### **Performance**

I am part of an elite team working 24/7 to perform to my best with a professional attitude. I will give total commitment to my performance, stepping up on the day to achieve positive results. I understand that one performance does not define me; I will strive to be consistent and get the little things correct. I will embrace easy gains giving myself the best opportunities to succeed. I will know I have given my all for myself and the team

We are 'challengers in green' performing as a team not as a collection of individuals

#### **'sham-R-O-C-K'**

R - Respect – we respect our ethos;

O - Ownership – we own our behaviour and our performance;

C - Commitment – we are committed to our ethos, our behaviour and our performance;

K - Knowledge – we know our Athlete Charter

